

---

<b>Job Title:</b>	Crew I, II, and III	<b>Employment Classification:</b>	Non-Exempt
<b>Department:</b>	Public Works	<b>FSLA Category:</b>	Full-Time
<b>Reports To:</b>	Public Works Director	<b>Pay Type:</b>	Hourly

---

#### **POSITION SUMMARY**

The semiskilled to skilled positions of Crew I, Crew II, and Crew III conduct a variety of tasks in the maintenance, repair, and construction of city streets, sidewalks, parking lots, and storm drains; engage in weed control; participate in brush & garbage collection; safely operate and maintain motorized machinery and equipment; participate in heavy physical labor.

Work is performed under general supervision of the Public Works Director or direct supervision of the acting designee/supervisor and is reviewed through observation for results obtained, including completeness and quality of workmanship.

#### **ESSENTIAL DUTIES & RESPONSIBILITIES**

- Operates various types of equipment and performs a variety of tasks in maintenance, repair, and construction of streets, sidewalks, parking lots, and storm drains.
- Operates mowing tractors, front end loader, backhoe, street sweeper, grader, roller, and other similar light, medium, and heavy equipment.
- Operates a variety of non-vehicular equipment such as chain saws, mowers, weed eaters, or related equipment.
- Drives dump trucks and pickup trucks to haul gravel, sand, asphalt, and salt; plows snow; spreads salt.
- Cleans and conducts preventive checks of vehicles and equipment used; may be assigned to do more extensive repair and maintenance of vehicles and equipment.
- Performs landscaping activities including mowing grass, sweeping, and raking grounds, planting and trimming trees and shrubs.
- Performs road maintenance and repair tasks including heating asphalt, patching potholes and cracks, sidewalks, and curbs; operates concrete saws, air hammer, and drills.
- Performs activities necessary to paint, construct, and install street and other signs; performs tasks necessary to the blocking off construction sites including making barricades, placing flashers, and flagging traffic.
- Cleans and makes minor repairs to tools and equipment, including lubricating equipment and sharpening tools.
- Ensures that equipment is used safely and in accordance with standard procedures and precautions.
- Performs heavy physical labor loading and unloading trucks and attaching and detaching accessories to equipment such as plows and spreaders.
- Prepares routine records on work and equipment.
- Provides effective and efficient customer services; promotes and maintains responsive community relations.
- Performs other related duties as assigned.

## **ESSENTIAL KNOWLEDGE, SKILLS, AND ABILITIES**

### **Crew I**

*The following skills are necessary and required to qualify for the position of Crew I.*

- Knowledge of the traffic laws and regulations applicable to equipment operation.
- Knowledge of the safety hazards and precautions associated with the operation of motorized and heavy equipment.
- Ability to understand and follow complex oral and written instructions.
- Ability to establish and maintain effective working relationships with others.
- Ability to perform difficult physical tasks for extended periods of time in all types of weather.
- Skill in the safe and effective operation, care, and maintenance of assigned equipment and tools.
- Some experience in mowing and operating equipment.
- Some experience performing general maintenance work.

### **Crew II**

*In addition to the skills and abilities listed under Crew I, the following skills and abilities are necessary and required to qualify for the position of Crew II.*

- Experience operating light to heavy equipment (roller, leaf-vac, snowplow, loader, etc)
- Experience performing general maintenance work.
- Ability to maneuver equipment trailer behind a dump truck.
- Experience in snow removal (plow, load, salt, haul snow)
- Experience using concrete, asphalt, and aggregates.

### **Crew III**

*In addition to the skills and abilities listed under Crew I & II, the following skills and abilities are necessary and required to qualify for the position of Crew II.*

- Proficient in operating light to heavy equipment (street sweeper, skid-steer, loader, roller, leaf-vac, snowplow, snow blower, grader, etc).
- Proficient in using concrete, asphalt, and aggregates to repair streets.
- Proficient in rebuilding and repairing stormwater infrastructure.
- Proficient in routine vehicle maintenance.

## **REQUIRED EXPERIENCE, EDUCATION AND TRAINING**

- Graduation from high school (or GED)
- Experience working with construction, maintenance, and repair equipment or any equivalent combination of training and experience which provides the necessary knowledge, abilities, and skills.
- May be called out on a 24-hour basis and must live within a 30-minute response time.
- Possession of a valid Wisconsin Commercial "Class A" Driver's License (CDL) without air brake restrictions within 30 days of hire

**SUPERVISION/DECISION MAKING:** This position provides no direct supervisory oversight. All direction will be received from the Public Works Director or designee.

**PHYSICAL DEMANDS:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Position is principally performed in an outdoor setting subject to all weather and environmental conditions and may be exposed to vibration, fumes or other airborne particles, and toxic or caustic chemicals. Work is frequently near moving mechanical parts and may be exposed to vibration.

The position requires the ability to use hands to manipulate and operate objects, tools, or controls; sit, stand, climb, crouch, kneel, and walk for extended periods; lift and/or move objects weighing 50 to more than 100 pounds; shovel, rake, dig, climb ladders, operate mowers, tractors, trucks, and other equipment.

---

*The City of Richland Center is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the City will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.*

*This job description does not constitute an employment agreement between the City and the employee. This job description is intended to describe the functions and minimum requirements for the performance of this job. It is not to be construed as an exhaustive statement of all duties, responsibilities or requirements. In addition, the City reserves the right to add, change or delete functions of this position at any time. This job description supersedes all previous job descriptions for this position.*